

Become a **VCU** Gerontologist

BE OLD

BE BOLD

BE BLACK AND GOLD

GRTY 692

Compassion Fatigue

A Five-week Course

Instructor: E. Ayn Welleford, MS (Gerontology), PhD, AGHEF



MIND DUMP

*PARKING
LOT*

*BE
HERE
NOW*

Before we get started please take out a piece of paper. Draw a line down the center.

On the left side write Parking Lot. On the right side write Be Here Now.

On the ***Parking Lot*** side write down all the things swirling in your mind that you need to remember to do but not right now (shopping list, friends to reach out to). On the ***Be Here Now*** side write down the things that are on your mind about today's session (topics of interest, questions you have, ideas to share).

Take this moment to come into this learning space.

Course Description

The purpose of this seminar course is to **explore Compassion Fatigue** including *definitions, multidimensional risk factors and interventions* currently discussed in the literature.

We will take a strengths-based approach to developing practices to build **Compassion Satisfaction** in response to personal, professional and organizational risk factors.

The **4D Appreciative Inquiry process** to Discover, Dream, Design, and Deliver will serve as a lens for this course.

COURSE INSTRUCTOR



E. Ayn Welleford, MS (Gerontology), PhD, AGHEF

Associate Professor

Gerontologist for Community Voice

Co-Lead, Longevity Project for a Greater Richmond (*formerly Greater Richmond Age Wave Coalition*)

Department of Gerontology

College of Health Professions

Virginia Commonwealth University

Course Objectives



Week 1

Compassion Fatigue:
What is it? What does
it look like? Why does
it matter?



Week 2

Compassion Fatigue:
Risk Factors:
Personal,
Professional,
Organizational



Week 3

**Building Compassion
Satisfaction:
Honoring Self
through Awareness
and Connection**



Week 4

Building Compassion
Satisfaction: Honoring
the Work through
Meaning & Purpose



Week 5

Building Compassion
Satisfaction: Honoring
Others through
Appreciative and
Compassionate
Communities

WEEK 3

AGENDA

Parking Lot/Mind Dump

Welcome & Review

**Building Compassion Satisfaction through Self
Honoring Practices**

Practice Pause

Discussion—**4Ds Appreciative Approach to Compassion
Satisfaction**

Wrap up

Compassion Satisfaction

What is it?

From Session 1: Compassion Fatigue:

What is it? What does it look like? Why does it matter?

BO and STS lead to CF if the symptoms are not mediated by a third, equally important part of the picture:

Compassion Satisfaction (CS)

COMPASSION SATISFACTION (CS)

CS is the joy, purpose, and meaning derived from one's work (Flarity, 2016)

CS and CF

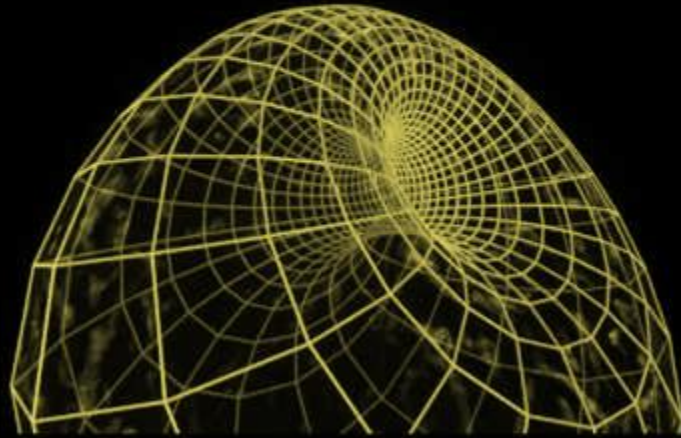
CS and CF can be seen as the positive and negative consequences of working with individuals who have experienced or are currently experiencing trauma or suffering (Stamm, 2010)

RESILIENCE

Because of the important mediating role of CS in reducing or preventing CF, building resilience, self efficacy and meaning making are essential to the transformation from negative to positive aspects (Stamm, 2010, Jones-Fairnie 2008, Caringi, Pearlman, 2009, Cocker, 2016). **Resiliency** is an individual's strengths and resources, both internal and external protective factors that help a person to recover from, or succeed despite adverse circumstances (Gentry et al., 2010)

Building Compassion Satisfaction: Honoring Self through Awareness and Connection

4Ds: **Discover**, Dream, Design, Deliver



What Compassion Satisfaction means to YOU!

Energy, enthusiasm and big ears to discover, dream, and design with people

Moments where I can see myself, in the moment, truly enveloped with what I am doing, focused on work or care I am providing, not just thinking of myself and how it is effecting me, but also effecting the person I am providing the care to.

A client's problem brought to a solution leaving the client whole and not just patched up.

watching progress from start of care to end of care with complete satisfaction

Beginning my art projects

To use my life to make a difference in the life of others who are facing struggle

Compassion Satisfaction comes to me when someone says, "Thank you!"; when someone recognizes something I have done; seeing an improvement in a situation that I have addressed.

Teaching other people how to care for themselves.

Just as compassion fatigue can be "contagious," compassion satisfaction can be, as well.

Smiling clients

Engaging without ruminating over my own issues/problems. Be in the moment not in the problem and see myself outside of it whole and caring but not immersed.

Compassion satisfaction behavior can be contagious!

Making a difference every day.

Feeling positive and pride in knowing I have made a difference in the life of someone in a good way.

Knowing I have positively affected someone's life or situation

Being able to plant seeds of kindness and compassion, even though it may not solve or resolve another's trauma/grief.

Giving my all, giving of myself, to be a ray of sunshine in another's day.

Guide residents in our community to create uplifting cards and mail them to others who need encouragement.

Positive outcomes.

Peace

Being able to create positive spaces where individuals can feel comfortable expressing themselves and their stories

Empowering people and teaching them how to be problem solvers rather than trying to solve their problem for them.

Satisfying me and others in a very optimistic view

Hearing that (something I have done) has caused ease or brought joy to someone's life

Seeing a positive outcome for my clients

A change

What Compassion Satisfaction means to YOU!

After providing and giving care to others I feel joy and refreshed rather than exhaustion and drain.

Help the community to take care of each other

Our community is vibrant and joyful and peaceful. Our staff feel purposeful. Our Residents feel seen and valued. Our Residents participate and plan with staff side by side.

I can help others while not giving everything that I have. Balance.

Accomplishing goals set forth with my clients. Going home feeling like I helped someone achieve a goal.

Being open for any changes by having pleasure!

It feels good when I'm kind and conscientious

The ability to really help my patients either to get better or to ease their suffering.

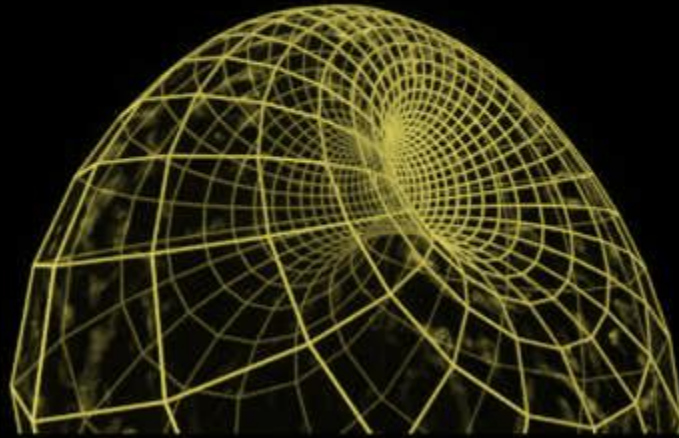
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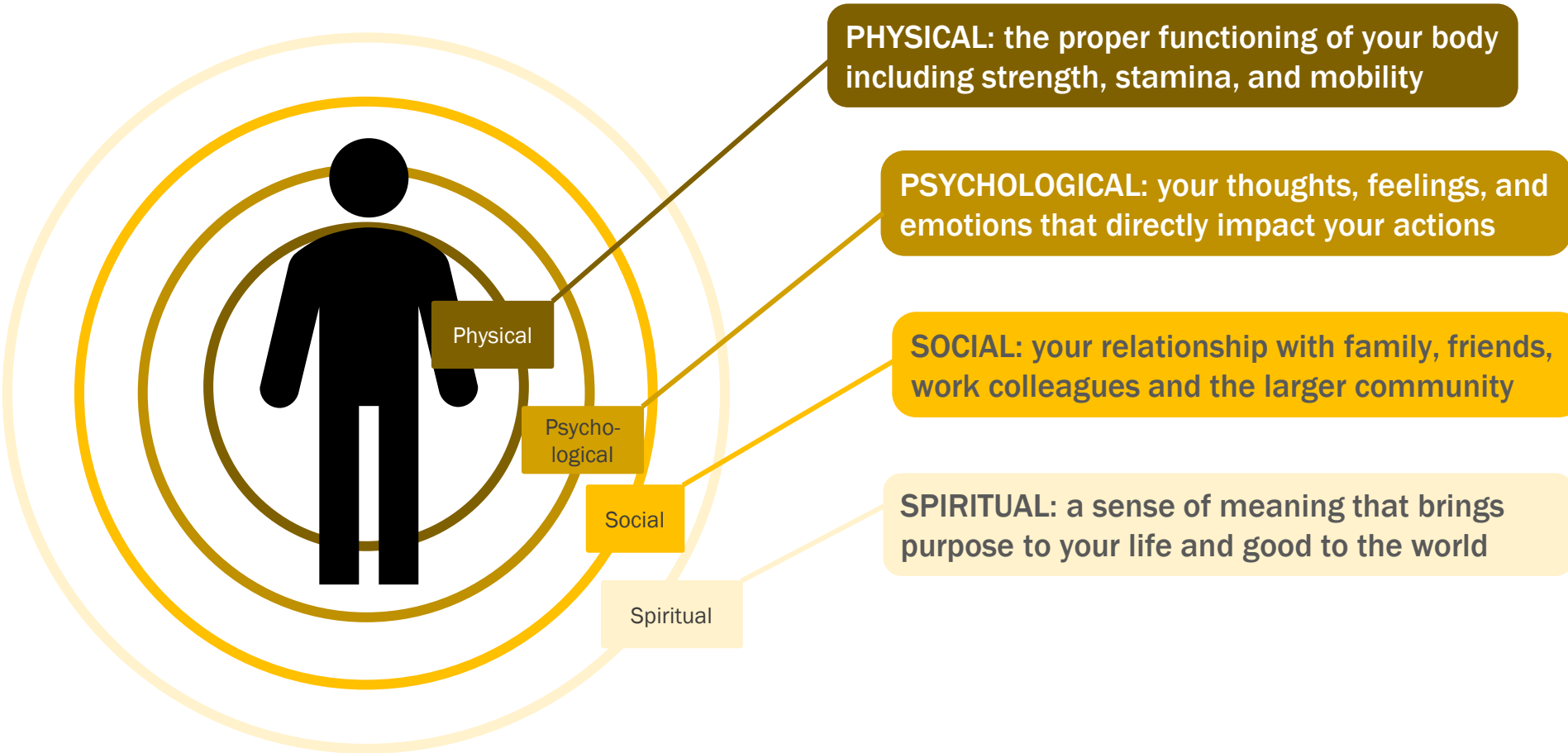
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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

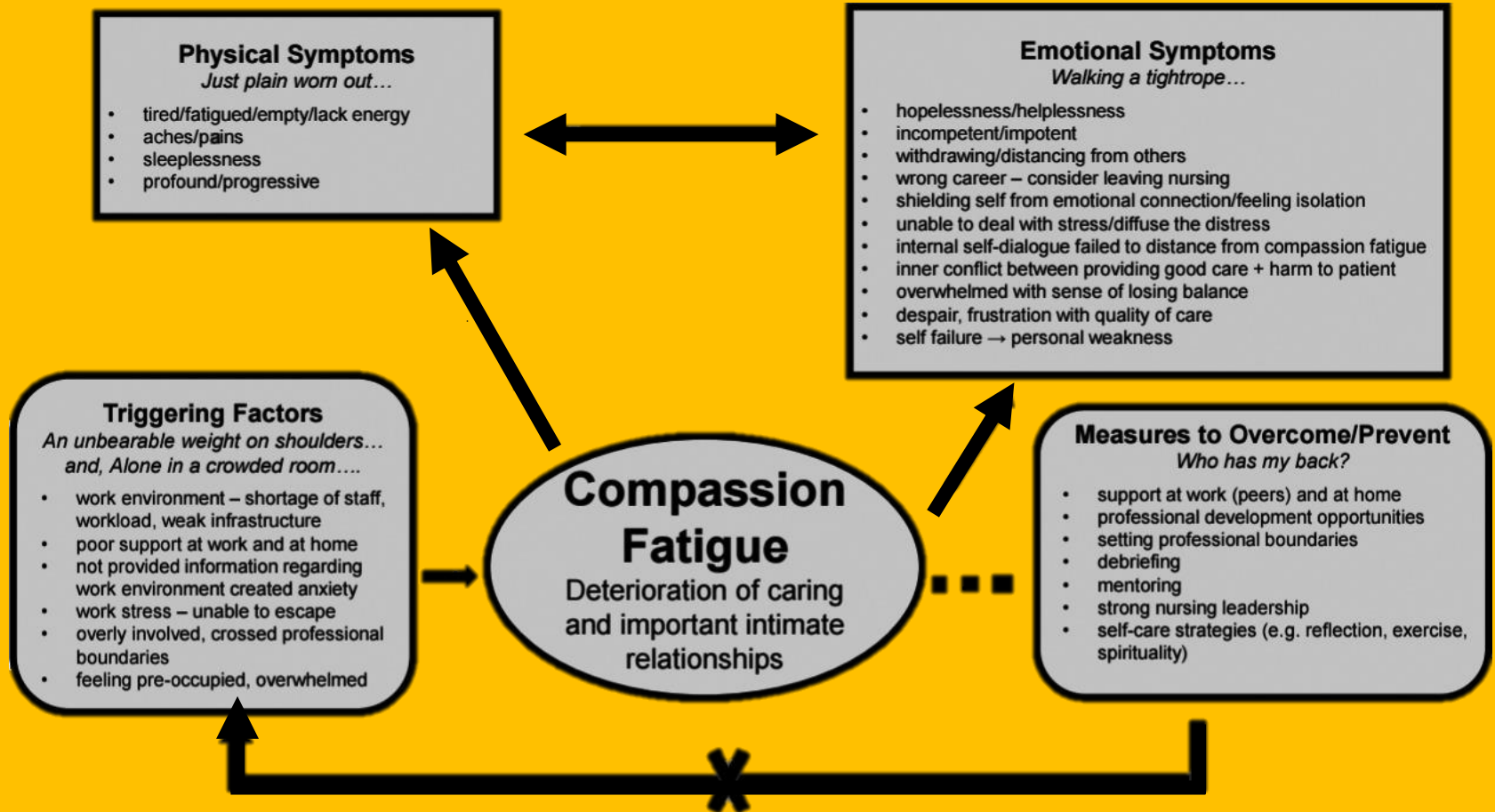
4Ds: **Discover**, Dream, Design, Deliver



Bio-Psycho-Social-Spiritual Approach (BPSS)

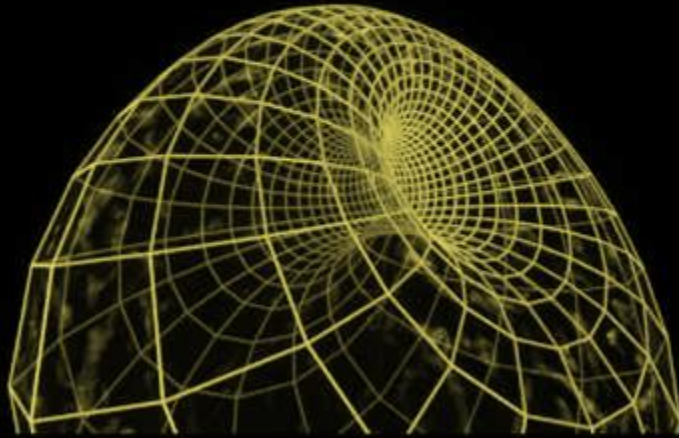


Compassion fatigue in nurses: A metasynthesis



Building Compassion Satisfaction: Honoring Self through Awareness and Connection

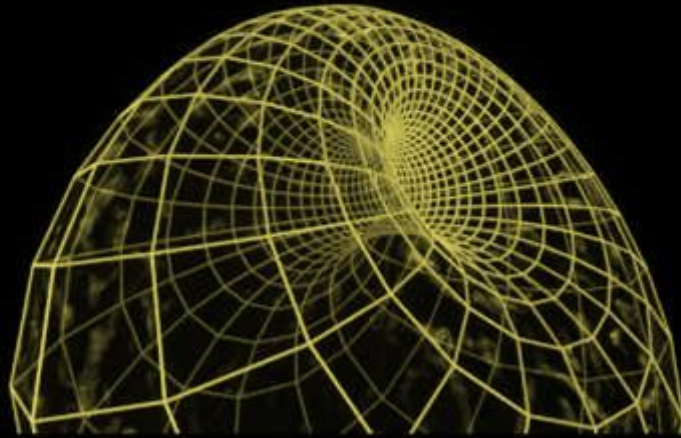
4Ds: Discover, **Dream**, **Design**, Deliver



Building Compassion Satisfaction: Honoring Self through Awareness and Connection

Appreciative Mindset:

Growth mindset, Strengthening strengths, Sense of Belonging





Compassion
Satisfaction

Compassion
fatigue

Risk factors

Triggering factors

Contextual factors

My Big Why

My Big Why



Compassion
Satisfaction

Belonging

Growth mindset

Strengths &
Resilience

My Big Why

Compassion
fatigue

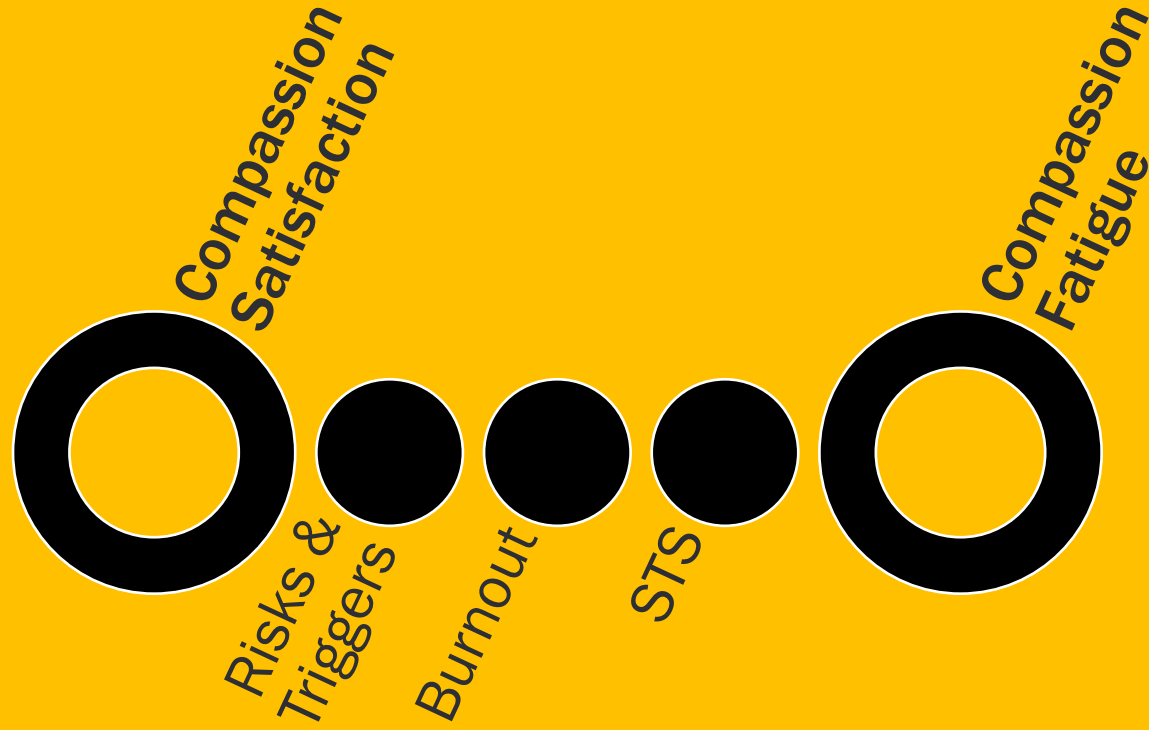
Risk factors

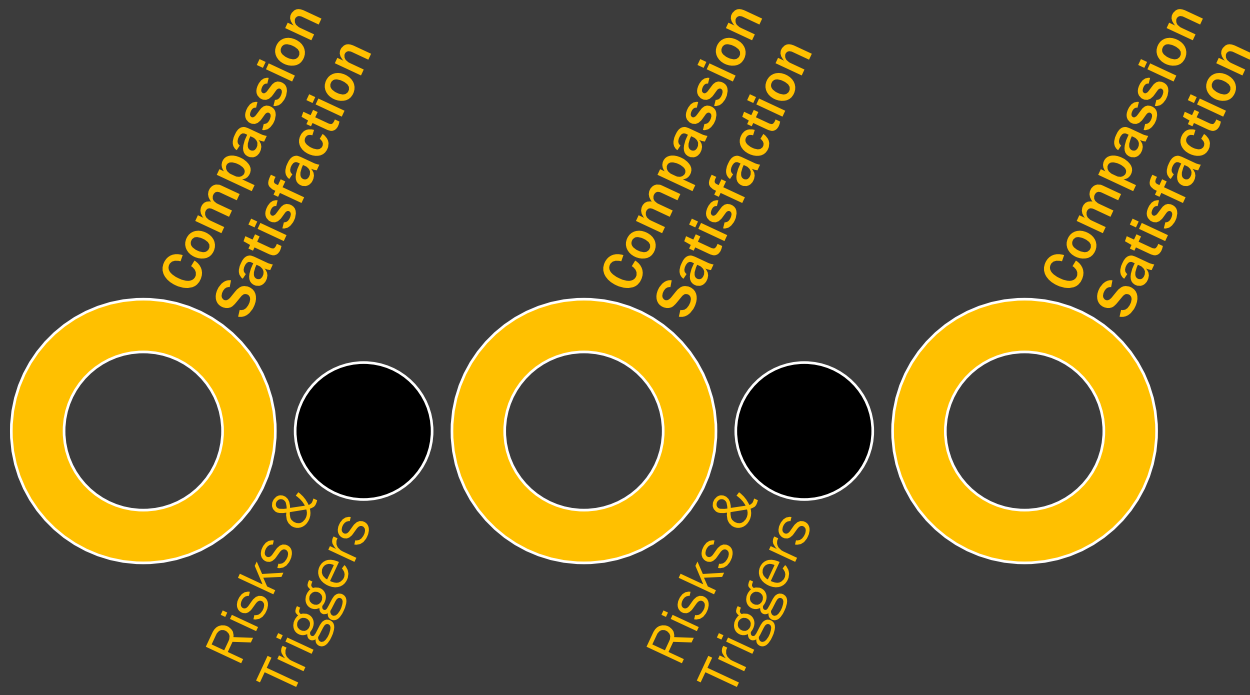
Triggering factors

Contextual factors

My Big Why







Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?
(Nolte, et al. 2017)

Support at work (peers) and at home (*self & organizational measure*)

Professional development opportunities (*organizational measure*)

Setting professional boundaries (*self and professional measure*)

Debriefing (*self, professional, organizational measure*)

Mentoring (*professional & organizational measure*)

Strong leadership (*organizational measure*)

~~Self-care strategies~~ **Self Honoring Practices** (*self measure*)

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

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Setting professional boundaries

Debriefing

~~Self-care strategies~~ Self Honoring Practices

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

Support at work (peers) and at home

Setting professional boundaries

Debriefing

Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

ONE WORD:

DREAM(team)!

What does Compassion Satisfaction look like for **YOU**?

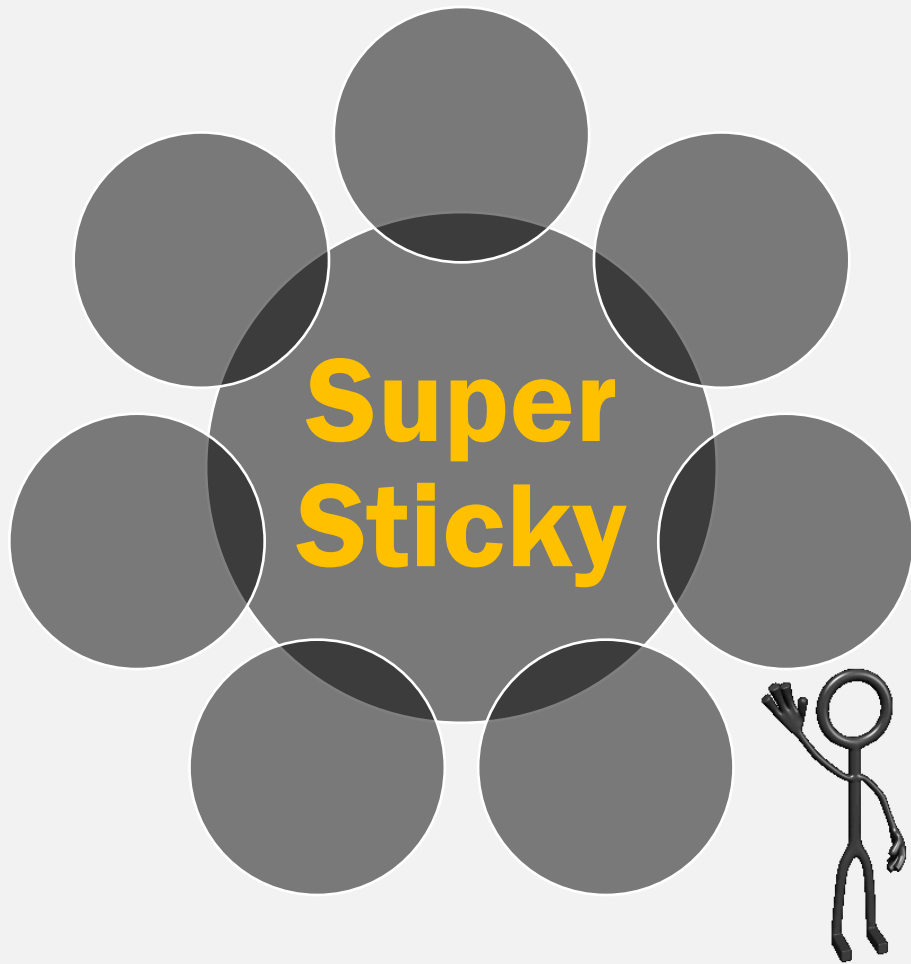
Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/
Prevent

Who has my back?

**You're gonna need a village or a
"Dream Team"**



Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/
Prevent

Who has my back?

MY village



Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

Who's in your village?
Who's on your DREAMteam?

Who's in your village?



Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Practice Pause

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/
Prevent Compassion

Fatigue

Who has my back?

~~Self-care strategies~~

Self Honoring Practices



Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent Compassion Fatigue

Who has my back?

Ask yourself: ***Am I “fit for duty”?***

When do I need to ***HALT?***

I know I am “give out” when I allow myself to become too:

- *Hungry*
- *Angry*
- *Lonely*
- *Tired*

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent Compassion Fatigue

Who has my back?

"There were feelings... of not being able to identify options to deal with stress related to their work. Many were unable to diffuse the distress they experienced at work through use of internal dialogue with self or verbalization with others... Those who were unable to internally dialogue regarding care provided, diffuse stress and maintain perspective faced significant inner conflict to "opt out" with struggle in determining if practice was caring or harmful further described a feeling of isolation, where the lack of support from work colleagues accentuated the helplessness felt in asking for support. Such isolation engendered a sense of failure towards self and was perceived as an indication of weakness."
(Nolte, 2017)

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent Compassion Fatigue

Who has my back?

Who's in your village?

Who's on your DREAMteam?

Who's in your village?

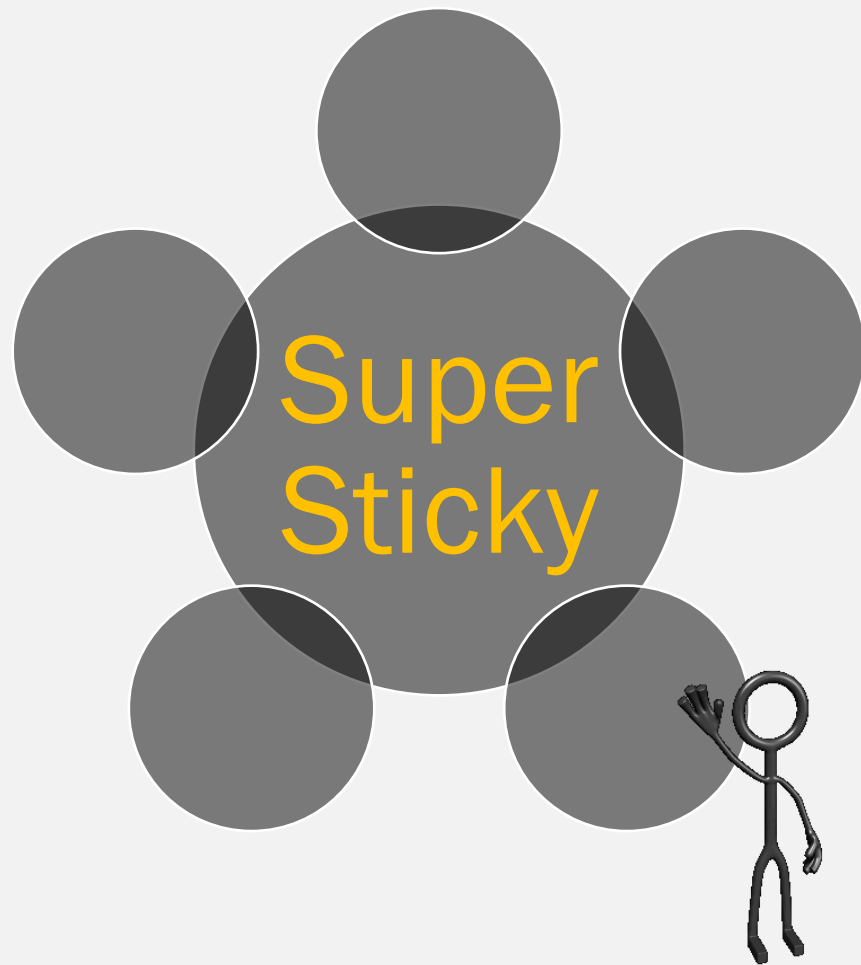


Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent Compassion Fatigue

Who has my back?
You're gonna need a village or a
“Dream Team”



Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

ONE WORD:
DESIGN!

What does Compassion Satisfaction look like for **YOU**?

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

Self Honoring Practices: BIG 6 Basic Health Practices

Sleep/Rest

Diet/Nutrition

Elimination

Hygiene

Exercise/Mobility

Social/Emotional Engagement

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

STRENGTHENING OUR STRENGTHS

Compassion Fatigue: An Appreciative Approach to Building Compassion Satisfaction

ONE WORD:
DELIVER!

What does Compassion Satisfaction look like for **YOU**?

Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Measures to Overcome/ Prevent

Who has my back?

STOP



START



CONTINUE



Building Compassion Satisfaction:

Honoring Self through Awareness and Connection

Practice Pause

Compassion
Satisfaction

Compassion
fatigue

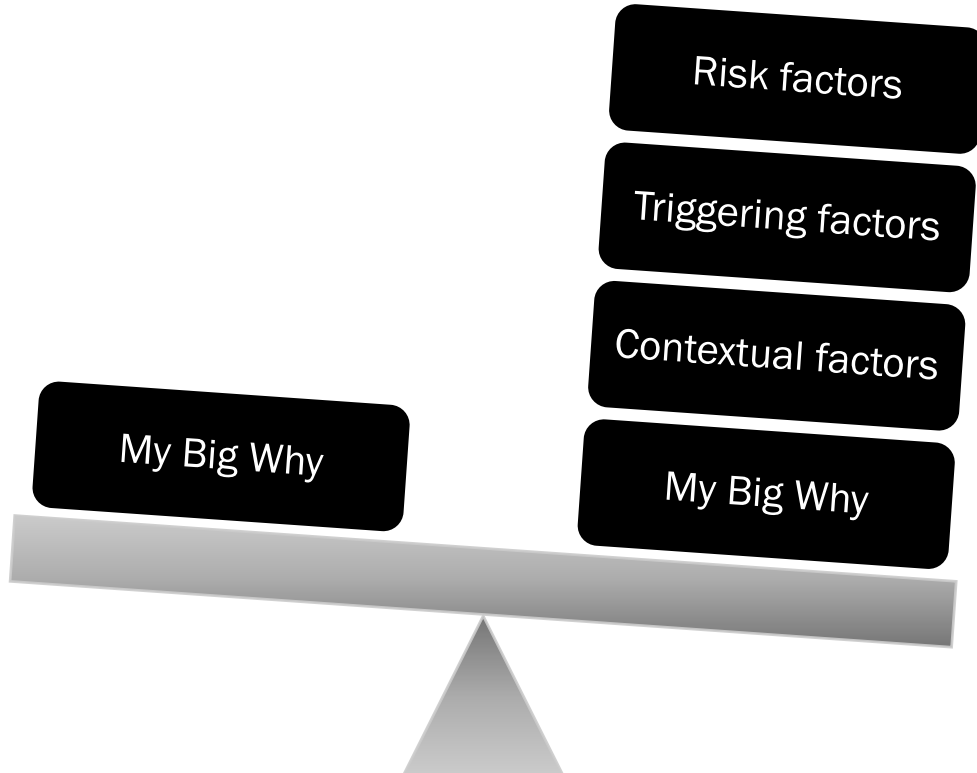
Risk factors

Triggering factors

Contextual factors

My Big Why

My Big Why



Compassion
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Building Compassion Satisfaction: Honoring Self through Awareness and Connection

Wrap-up/Take-away Points

Compassion Fatigue:

What is it? What does it look like? Why does it matter?



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it look like? Why does
it matter?



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Risk Factors:
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Week 3

Building Compassion
Satisfaction: Honoring
Self through
Awareness and
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Week 4

**Building Compassion
Satisfaction:
Honoring the Work
through Meaning &
Purpose**



Week 5

Building Compassion
Satisfaction: Honoring
Others through
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Questions: Email me at ewellefo@vcu.edu



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